

Education Workforce Work Group

Phase 2

Phase 1: Immediate Solutions

- Several subgroups
- Resulted in HB 4030 (2022)
 - Streamlined background check processes
 - Appropriated \$78 million for grants to recruit and retain personnel
 - Appropriated \$19 million for reimbursements to substitutes and IA's for training costs
 - Required review of educator license reciprocity – report due Sept. 1, 2022
 - Required study of application processes – report due Sept. 1, 2023
 - Directed TSPC and UO to establish workforce data system
 - Allowed State Board to suspend nonessential reporting requirements

HB 4030 Implementation

- Recruitment and retention grants (\$78 million) led by Educator Advancement Council
- Available to all districts
- [Guidance for grant applicants](#)
- Applications must be submitted by Monday, June 6
- [Allocations](#)

HB 4030 Implementation

- Future reports expected on:
 - Licensing reciprocity
 - Statewide jobs portal and streamlined background checks
 - Grant funding for professional development expenses for substitutes and instructional assistants
 - Workforce data system

Phase 2: Long-term Solutions

- Three subgroups:
 - Compensation
 - Retention and Working Conditions
 - Recruitment and Pipeline
- Each subgroup has met twice so far
- Entire group heard presentations from agency leaders about current initiatives
- Subgroups have established goals (posted on OLIS)

Phase 2: Long-term Solutions

- Next steps
 - Review data
 - Begin discussing policy options
- Bill for 2023 session

Phase 2: Long-term solutions

- Working on:
 - Statewide, data-driven approach
 - Improvements in all forms of compensation
 - Educator diversity
 - Compensation that aligns with local affordability data
 - Paid pathways into education professions
 - Compensation commensurate with comparable professions
- Presentation from Learning Policy Institute

Phase 2: Long-term Solutions

- Retention and Working Conditions subgroup:
 - Focusing on improving supportive working conditions
 - Working toward a statewide career lattice with multiple pathways
 - Addressing burnout
 - Examining governance models
 - Reviewing policies relating to the substitute workforce

Phase 2: Long-term Solutions

- Recruitment and Pipeline subgroup:
 - Reviewing educator preparation models (apprenticeship, grow-your-own)
 - Focusing on educator diversity
 - Examining improvements to career paths
 - Reviewing data needs
 - Focusing on recruitment improvements